



Louisiana Department
Of State Civil Service

Annual Performance Planning and Review Report Fiscal Year 2002-2003

(Submitted to the Director of Civil Service and the Civil Service Commission on
November 5, 2003)

In accordance with Civil Service Rule 10.12 (c), state agencies are required to submit an annual PPR report to the Director of Civil Service. The final annual report for fiscal year 2002-3003 is attached to this memo. The data is organized so that columns one and two indicate the name of the agency.

The reports are as follows:

1. First Report - Alphabetical Order by Agency.

This report lists all agencies by major department, in alphabetical order. The third column indicates the total number of employees for whom ratings were reported by the agency. The fourth column indicates the percentage of Un-Rated ratings for fiscal year 2002-3003. The fifth and sixth columns indicate the Un-Rated rates for the two prior fiscal years—2001-2002 and 2000-2001. Combined data is provided on this main report for the Housing Authorities, Louisiana Technical Colleges and Ports/Levee Districts.

2. Second Report - Descending Order by Un-Rated Rate.

The second report sorts the agencies, in the fourth column, in descending order according to the Un-Rated ratings for fiscal year 2002-2003. Agencies with the highest Un-Rated rates appear at the top of the column, and agencies with the lower Un-Rated rates appear near the bottom. *Agencies appearing at the very bottom of the list, with no percentage value in the column, did not report or no longer report under that agency title.* As in the first report, the third column in this report indicates the total number of employees for whom ratings were reported by the agency.. The fifth and sixth columns provide the Un-Rated ratings for the previous two fiscal years.

NOTE: In this report, you will notice that the Un-Rated incidence for LSUHSC –Bogalusa Medical Center, has jumped from a rate of 2.04% for fiscal year 01/02, to 21.04% for fiscal year 02/03. This is due to the acquisition, at the end of FY 01/02, of 236 additional employees who had not previously been state employees. By agreement with this Department, a transition period was established to allow planning sessions to occur with the new employees. As part of the agreement, Bogalusa Medical Center gave an Un-Rated rating to all employees with anniversary dates between 6/24/200 and 10/31/2002, which has skewed their incidence of Un-Rated for the current reporting period.

3. Chart #1-PPR Ratings For Last 3 Fiscal Years Including Involuntary/Probational Separations

Chart #1 shows the actual numbers of PPR Ratings reported for each of the past three fiscal years. This chart presents the number of ratings in each of the rating categories, including Un-Rated. Additionally, in the first column, the report provides the number of Involuntary Separations/Probational Separations, which includes those employees who (1) were separated from probation, (2) resigned to avoid dismissal, or (3) were dismissed. This number is deemed to be significant since these are employees who most likely did receive, or would have received, ratings of Poor or Needs Improvement.

4. Chart #2-PPR Ratings For Last 3 Fiscal Years by %

Chart # 2 breaks down the actual ratings rendered in all rating categories, including Un-Rated, by percentage. This data is presented for each of the last three fiscal years.

5. Letters from Agencies

Attached for your review are copies of letters we received from several agencies regarding their programs: Department of Social Services—Office of Community Services; Dept. of Economic Development; LSUHSC-MCLNO; and City Park—New Orleans.

Department of Social Services – Office of Community Services – this letter is a copy of a memo sent by Carmen Weisner to OCS Managers, in which she announces the notable decrease in the incidence of non-compliant PPR's over the past several years. Her letter includes information about the practices implemented that led to this decrease, and advises that OCS will continue to strive for total PPR compliance.

Department of Economic Development – in this letter to Allen Reynolds, Darlene Richard, Undersecretary, notes their drastic decrease in the incidence of Un-Rated, from 41% in fiscal year 01/02 to 3% in fiscal year 02/03. She assures that they will continue their efforts.

LSUHSC – MCLNO – in this letter to Allen Reynolds, Dr. Dwayne Thomas, the Chief Executive Officer, explains that they have strictly enforced their PPR policy, resulting in a further decrease in their incidence of Un-Rated during this past year. He assures that they will continue their efforts.

City Park – New Orleans – This agency's incidence of Un-Rated increased from 26.67% in fiscal year 01/02, to 44.32% in the current reporting period of 02/03. Ms. Christine Casey, the HR Director, explains that they believe this rate is inflated in that more than half of the Un-Rated employees work for the Golf Department, the management of which was changed during the year from a State-managed operation, to an operation managed by

a private management company. When the Park's Un-Rated rate is adjusted to remove those Golf operation employees who no longer work as state employees, the Park's Un-Rated rate is approximately 18%, which is less than last year's 26.67%.

Decrease in Statewide Un-Rated Rate

You will note we experienced a drop in the statewide Un-Rated rate to 6.60% Un-Rated for this Fiscal Year, 2002-2003. On the heels of the over 50% decrease we experienced in Fiscal Year 01-02, this is encouraging and significant. Note that the statewide Un-Rated rate was 21.71% in 2001-2001, and 22.20% in 1999-2000. This is the first year we've experienced such a low Un-Rated rate, and this year's 6.60% Un-Rated rate is well within the 10% rate that we have established as a reasonable point of tolerance. While working with last year's PPR focus group, a number of situations were identified where an Un-Rated rating is the only reasonable rating. Examples include: employee transfers to a new supervisor shortly before his anniversary date, and the new supervisor does not believe he has had sufficient experience with the employee's performance to render a knowledgeable rating for the employee; or, an employee may have been on an extended period of leave for most of the rating period, and so there is no performance upon which a rating could be based.

In the last three years, the Civil Service Commission has heard from a number of appointing authorities who responded to our request to address the Commission to discuss their high Un-Rated rates. These Secretaries, Presidents and Executive Directors shared with the Commission what they felt contributed to the high incidence of Un-Rated ratings within their organizations and in particular, what they planned to do to strengthen their performance management systems to reduce their Un-Rated rate. In addition, last year, we began inviting those agencies who have successfully maintained a low incidence of Un-rated ratings, or who have worked to lower their previously high Un-Rated rate, to share their experiences and "lessons learned" at the Commission meetings.

Agencies are still using some of the same processes and procedures that were mentioned in last year's PPR report. Agencies report that these are proving to be effective in lowering their incidence of Un-Rated rates. These include:

- Issuing a strong message from the Appointing Authority that performance management is a priority for the agency and that the Appointing Authority will hold all supervisors and managers within the hierarchy accountable and responsible.
- Making clear that merit increases can be used as a management tool to encourage employees to improve in one or more areas, regardless of overall PPR rating.
- Stressing to all employees the link between a strong performance management program and achievement of the agency's overall mission and goals and objectives.
- Stressing the link between a strong performance management program and compliance with regulatory or oversight agencies (Ex.: medical facilities and JCAH requirements.)
- Requiring Rating Supervisors to attend PPR class every few years as a refresher, even if they've already attended class in the past.
- Use of the reports available in ISIS-HR to monitor ratings within agencies, within work units, and by rating supervisor.
- Developing inventories of performance expectations for use by rating supervisors, while stressing the importance of including individualized expectations based on the employee's job performance in relation to the job requirements.

You will recall that we developed a new PPR training videocassette in 2002 to replace the one used since 1997, and launched our *Train The Trainer for PPR* program. As of the spring of 2003, we had trained and certified over 100 agency trainers and Human Resources professionals. Agencies that can meet certain criteria and have a desire to do so, can conduct their own in-house *PPR for Supervisors* classes, the same classes offered through the Comprehensive Public Training Program (CPTP). As part of our on-going commitment to continually assess our training classes and update as appropriate, our training staff at Civil Service has been working to make additional changes to the course content, to ensure that the content of the PPR class and the new *Documenting for Performance and Discipline* class properly and effectively complement each

other, while reducing redundancy. The agency trainers will be required to be re-certified in order to continue to teach PPR classes at their agencies. In this way, the agency trainer certification will be based on the most current and applicable training available.

Agencies have found that having in-house PPR Trainers is of great benefit, especially agencies whose employees find it difficult to attend one of the regularly scheduled CPTP classes.

Summary

In summary, although we believe that a 6.60% incidence of Un-Rated is an acceptable rate, we also believe that continued vigilance is required to maintain this. As part of our effort to continue to hold agencies accountable, our staff has identified a number of agencies we will be requesting to address the Commission regarding their performance management programs. These include those whose Un-Rated records have room for improvement, as well as those agencies which can provide insight into the success of their programs, and you can expect to hear from them in the coming months.

2002 - 2003 PPR Report in Alphabetical Order

Agency	Agency	Calculated No. 02-03	Un-Rated Rate for 02 03	Un-Rated Rate for 01 02	Un-Rated Rate for 00- 01
Agriculture	Dept. of	809	5.44%	12.90%	14.93%
Civil Service	Dept. of	103	0.00%	0.00%	1.05%
Civil Service	Div. Of Administrative Law	29	0.00%	0.00%	0.00%
Civil Service	Ethics	18	5.56%	5.56%	10.00%
Civil Service	Municipal Fire and Police	17	5.88%	13.33%	0.00%
Corrections	Dept. of	7461	1.45%	1.48%	0.57%
Council on Development of French	CODOFIL	4	0.00%	0.00%	0.00%
Community Colleges	BRCC	40	2.50%	3.13%	
Community Colleges	Bossier Parish Comm College	82	2.44%	1.43%	
Community Colleges	Delgado Comm College	130	50.77%	38.89%	
Community Colleges	La. Delta Comm College	3	0.00%		
Community Colleges	Nunez Comm College	46	6.52%	0.00%	
Community Colleges	River Parishes Comm College	7	0.00%	0.00%	
Community Colleges	South La. Comm College	4	0.00%		
Culture, Rec & Tourism	Dept of Culture, Recreation & Tourism	640	0.47%	2.10%	75.21%
Culture, Rec & Tourism	New Orleans City Park	88	44.32%	26.67%	64.37%
Economic Development	Architectural Examiners	1	0.00%		
Economic Development	Board of CPAs				
Economic Development	Contractors' Licensing Board	52	1.92%	3.77%	8%
Economic Development	Dept. of	68	2.94%	40.63%	49.58%
Economic Development	Financial Institutions, Office of	120	0.00%	0.83%	5.56%
Economic Development	Real Estate Commission	25	16.00%	23.81%	28.00%
Economic Development	Racing Commission	18	0.00%	0.00%	
Economic Development	Used Vehicle Commission	20	5.00%	0.00%	0.00%
Education	Dept. of	557	0.36%	0.20%	9.16%
Education	School for Math, Sci & Arts	14	7.14%	7.14%	14.29%
Education	Special Ed. Center	149	6.71%	1.59%	0.00%
Educational TV Auth	LETA	83	0.00%	0.00%	12.16%
Elections & Registration	Dept. of	148	1.35%	0.68%	8.33%
Environmental Quality	Dept. of	956	3.56%	5.01%	13.86%
Gov. Ofc. Auxillary Boards	BESE	8	0.00%	0.00%	57.14%
Gov. Ofc. Auxillary Boards	Board of Regents	9	55.56%	33.33%	21.43%
Gov. Ofc. Auxillary Boards	Manufactured Housing Commission	8	62.50%		
GovOfc Div of Admin	DOA	937	2.99%	4.88%	14.01%
GovOfc Div of Admin	ORM-(Incl in DOA above)				
Governor	Cosmetology, Board of	18	44.44%	100.00%	
Governor	Elderly Affairs	53	1.89%	1.85%	12.96%
Governor	Military	3	0.00%		
GovOfc of	Mental Health Advocacy	14	64.29%	76.92%	53.85%
GovOfc of	Comm on Law Enforcement	47	0.00%	0.00%	0.00%
GovOfc of	Women's Svcs	3	33.33%	50.00%	2.63%
GovOfc of	Patient's Comp Fund			18.52%	19.23%
Governor	State Emp Grp Benefits	334	28.74%	26.85%	40.60%
Health & Hospitals	Addictive Disorders, Ofc of	504	8.93%	10.29%	7.44%
Health & Hospitals	Capitol Area Human Svc.	176	0.00%	0.64%	31.61%
Health & Hospitals	Citizens w/Dev Disabilities	4374	3.25%	9.28%	38.04%
Health & Hospitals	Dentistry, Board of	3	0.00%	0.00%	
Health & Hospitals	Dept. of Health & Hospitals	2474	9.05%	17.30%	15.65%

2002 - 2003 PPR Report in Alphabetical Order

Agency	Agency	Calculated No. 02-03	Un-Rated Rate for 02 03	Un-Rated Rate for 01 02	Un-Rated Rate for 00- 01
Health & Hospitals	Embalmers, Brd of	1	0.00%		
Health & Hospitals	Jefferson Parish Health Svc.	174	19.54%	19.86%	17.74%
Health & Hospitals	Lic. Prof. Voc Rehab				
Health & Hospitals	Medical Examiners, Brd	52	11.54%	13.16%	4.88%
Health & Hospitals	Mental Health, Ofc of	3064	8.16%	15.71%	6.73%
Health & Hospitals	Nursing, Board of	27	33.33%	64.00%	100.00%
Health & Hospitals	Nursing Home Admin., Board of				
Health & Hospitals	Pharmacy, Board of	8	0.00%	28.57%	100.00%
Health & Hospitals	Practical Nurse Examiners, Board of	8	0.00%	14.29%	
Health & Hospitals	Public Health, Ofc of	1882	3.45%	10.33%	63.36%
Health & Hospitals	Radiologic Technology Board	1	0.00%		0.00%
Housing Finance Agency	LA Housing Finance Agency	66	7.58%	8.00%	61.11%
Housing Authorities	composite	761	39.29%	50.07%	18.17%
Insurance	Dept. of	237	8.44%	28.24%	38.67%
Jury Commissioners	Board of				
Labor	Board of Plumbing	4	0.00%	0.00%	0.00%
Labor	Dept. of	1237	5.58%	10.30%	23.35%
Levees/Ports	composite	1099	5.00%	2.72%	12.63%
LSUHCS/HCSO	Bogalusa Medical Center (fmr. Wash-St.	423	21.04%	2.04%	0.52%
LSUHCS/HCSO	E. A. Conway	772	18.52%	25.07%	22.89%
LSUHCS/HCSO	E. K. Long	820	2.07%	1.79%	3.38%
LSUHCS/HCSO	H. P. Long	508	0.39%	13.96%	0.88%
LSUHCS/HCSO	Health Care Svcs. Hdqtrs	86	6.98%	6.67%	26.74%
LSUHCS/HCSO	L. J. Chabert	789	0.51%	0.24%	0.25%
LSUHCS/HCSO	Lafayette	724	14.78%	18.36%	25.07%
LSUHCS/HCSO	Lallie Kemp	412	0.73%	1.47%	6.25%
LSUHCS/HCSO	Med. Center of NO	4101	5.80%	15.82%	57.50%
LSUHCS/HCSO	New Orleans	969	6.98%	11.95%	18.21%
LSUHCS/HCSO	Shreveport	2698	18.20%	23.26%	46.35%
LSUHCS/HCSO	W. O. Moss	349	1.72%	10.89%	33.43%
Lieutenant Governor** (included in CRT)					
Louisiana Tech Colleges	composite	290	3.79%	2.99%	6.74%
LSU System	Administration	3	0.00%	0.00%	0.00%
LSU System	Agriculture Center	538	5.39%	6.78%	20.18%
LSU System	Alexandria	75	0.00%	1.35%	22.73%
LSU System	Baton Rouge	1503	4.59%	7.44%	11.84%
LSU System	Eunice	70	0.00%	0.00%	0.00%
LSU System	Hebert Law Center	21	0.00%	0.00%	0.00%
LSU System	Pennington Biomedical	67	0.00%	9.43%	0.00%
LSU System	Shreveport	108	8.33%	5.71%	48.24%
LSU System	Univ. of New Orleans	364	1.92%	2.12%	23.85%
LUMCON (La. Univ. Marine Consortium)		4	0.00%		
New Orleans Center for Creative Arts/Riverfront		11	0.00%		
Natural Resources	Dept. of	508	0.20%	0.86%	3.28%
Private Security Examiners	Board of				
Public Safety	Dept. of	1781	4.15%	4.63%	15.60%
Public Safety	Private Investigator Brd			100.00%	0.00%
Public Svc. Commission	Public Service Commission	94	7.45%	7.69%	23.08%

2002 - 2003 PPR Report in Alphabetical Order

Agency	Agency	Calculated No. 02-03	Un-Rated Rate for 02 03	Un-Rated Rate for 01 02	Un-Rated Rate for 00- 01
Revenue	Dept. of	943	8.91%	12.91%	16.78%
School for the Deaf		170	3.53%	7.98%	2.48%
School for the Visually Impaired		37	2.70%	0.00%	
Social Services	Dept. of	5513	4.34%	5.70%	16.00%
Southern Univ. System	Baton Rouge	525	7.43%	66.85%	69.03%
Southern Univ. System	New Orleans	127	7.87%	37.80%	72.00%
Southern Univ. System	Shreveport/Bossier	50	0.00%	15.00%	28.95%
State	Dept. of	167	2.40%	5.92%	61.03%
State Police Retirement System, LA		1	0.00%		
Student Financial Assistance	Office of	147	0.68%	6.94%	13.49%
Transportation & Dev.	Brd. Prof Engineers				
Transportation & Dev.	Dept. of Transportation & Development	5342	5.32%	4.32%	1.85%
Treasury	Dept. of	42	4.76%	4.17%	27.27%
Treasury	School Employees Retirement	35	31.43%	40.00%	52.94%
Treasury	State Employees Retirement System (LA	121	4.96%	13.51%	7.95%
Treasury	Teacher's Retirement System	159	6.29%	6.80%	11.29%
University System	Grambling State Univ.	275	10.18%	38.61%	34.81%
University System	Louisiana Tech. University	475	1.05%	2.14%	20.62%
University System	McNeese University	289	14.53%	28.81%	36.07%
University System	Nicholls State University	281	2.85%	5.54%	11.15%
University System	Univ. La.-Monroe	451	28.16%	13.85%	65.71%
University System	Northwestern State	237	0.84%	22.71%	50.98%
University System	Southeastern La. Univ.	467	0.00%	0.21%	29.89%
University System	Univ.La.-Lafayette	674	21.36%	46.42%	53.95%
Veterans' Affairs	Department of	384	0.52%	0.27%	1.38%
Wildlife & Fisheries	Dept. of	743	4.85%	9.63%	11.05%
Grand Totals		65021	6.60%	10.69%	21.71%

2002-2003 PPR Report in Descending Order
by Un-Rated Rate

Agency	Agency	Calculated No. 02-03	Un-Rated Rate for 02 03	Un-Rated Rate for 01 02	Un-Rated Rate for 00- 01
GovOfc of	Mental Health Advocacy	14	64.29%	76.92%	53.85%
Gov. Ofc. Auxillary Boards	Manufactured Housing Commission	8	62.50%		
Gov. Ofc. Auxillary Boards	Board of Regents	9	55.56%	33.33%	21.43%
Community Colleges	Delgado Comm College	130	50.77%	38.89%	
Governor	Cosmetology, Board of	18	44.44%	100.00%	
Culture, Rec & Tourism	New Orleans City Park	88	44.32%	26.67%	64.37%
Housing Authorities	composite	761	39.29%	50.07%	18.17%
GovOfc of	Women's Svcs	3	33.33%	50.00%	2.63%
Health & Hospitals	Nursing, Board of	27	33.33%	64.00%	100.00%
Treasury	School Employees Retirement	35	31.43%	40.00%	52.94%
Governor	State Emp Grp Benefits	334	28.74%	26.85%	40.60%
University System	Univ. La.-Monroe	451	28.16%	13.85%	65.71%
University System	Univ.La.-Lafayette	674	21.36%	46.42%	53.95%
LSUHCS/HCS	Bogalusa Medical Center (fmr. Wash-	423	21.04%	2.04%	0.52%
Health & Hospitals	Jefferson Parish Health Svc.	174	19.54%	19.86%	17.74%
LSUHCS/HCS	E. A. Conway	772	18.52%	25.07%	22.89%
LSUHCS/HCS	Shreveport	2698	18.20%	23.26%	46.35%
Economic Development	Real Estate Commission	25	16.00%	23.81%	28.00%
LSUHCS/HCS	Lafayette	724	14.78%	18.36%	25.07%
University System	McNeese University	289	14.53%	28.81%	36.07%
Health & Hospitals	Medical Examiners, Brd	52	11.54%	13.16%	4.88%
University System	Grambling State Univ.	275	10.18%	38.61%	34.81%
Health & Hospitals	Dept. of Health & Hospitals	2474	9.05%	17.30%	15.65%
Health & Hospitals	Addictive Disorders, Ofc of	504	8.93%	10.29%	7.44%
Revenue	Dept. of	943	8.91%	12.91%	16.78%
Insurance	Dept. of	237	8.44%	28.24%	38.67%
LSU System	Shreveport	108	8.33%	5.71%	48.24%
Health & Hospitals	Mental Health, Ofc of	3064	8.16%	15.71%	6.73%
Southern Univ. System	New Orleans	127	7.87%	37.80%	72.00%
Housing Finance Agency	LA Housing Finance Agency	66	7.58%	8.00%	61.11%
Public Svc. Commission	Public Service Commission	94	7.45%	7.69%	23.08%
Southern Univ. System	Baton Rouge	525	7.43%	66.85%	69.03%
Education	School for Math, Sci & Arts	14	7.14%	7.14%	14.29%
LSUHCS/HCS	Health Care Svcs. Hdqtrs	86	6.98%	6.67%	26.74%
LSUHCS/HCS	New Orleans	969	7.58%	11.95%	18.21%
Education	Special Ed. Center	149	6.71%	1.59%	0.00%
Community Colleges	Nunez Comm College	46	6.52%	0.00%	
Treasury	Teacher's Retirement System	159	6.29%	6.80%	11.29%
Civil Service	Municipal Fire and Police	17	5.88%	13.33%	0.00%
LSUHCS/HCS	Med. Center of NO	4101	5.80%	15.82%	57.50%
Labor	Dept. of	1237	5.58%	10.30%	23.35%
Civil Service	Ethics	18	5.56%	5.56%	10.00%
Agriculture	Dept. of	809	5.44%	12.90%	14.93%
LSU System	Agriculture Center	538	5.39%	6.78%	20.18%
Transportation & Dev.	Dept. of Transportation & Developme	5342	5.32%	4.32%	1.85%
Levees/Ports	composite	1099	5.00%	2.72%	12.63%
Economic Development	Used Vehicle Commission	20	5.00%	0.00%	0.00%
Treasury	State Employees Retirement System	121	4.96%	13.51%	7.95%

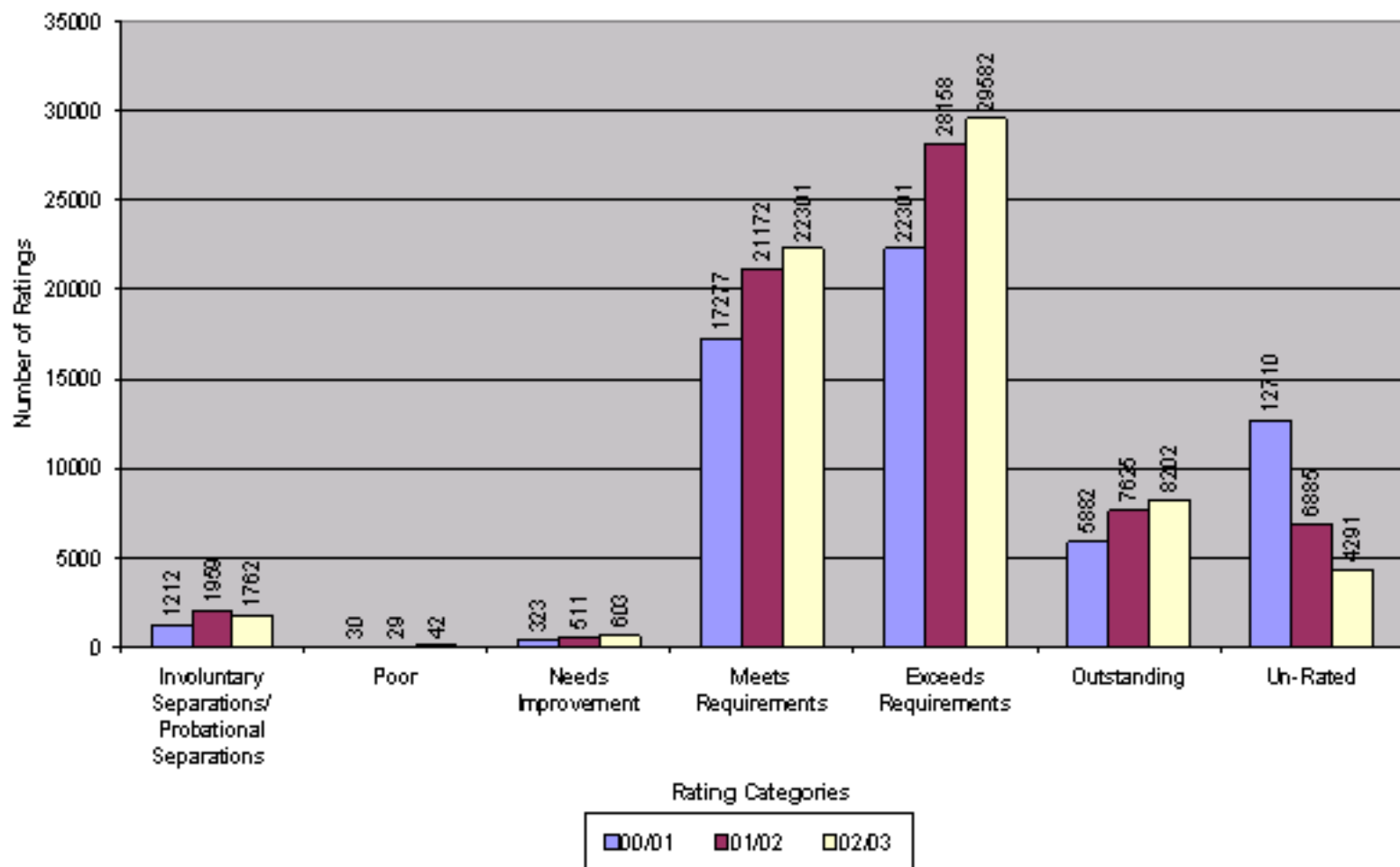
2002-2003 PPR Report in Descending Order
by Un-Rated Rate

Agency	Agency	Calculated No. 02-03	Un-Rated Rate for 02 03	Un-Rated Rate for 01 02	Un-Rated Rate for 00- 01
Wildlife & Fisheries	Dept. of	743	4.85%	9.63%	11.05%
Treasury	Dept. of	42	4.76%	4.17%	27.27%
LSU System	Baton Rouge	1503	4.59%	7.44%	11.84%
Social Services	Dept. of	5513	4.34%	5.70%	16.00%
Public Safety	Dept. of	1781	4.15%	4.63%	15.60%
Louisiana Tech Colleges	composite	290	3.79%	2.99%	6.74%
Environmental Quality	Dept. of	956	3.56%	5.01%	13.86%
School for the Deaf		170	3.53%	7.98%	2.48%
Health & Hospitals	Public Health, Ofc of	1882	3.45%	10.33%	63.36%
Health & Hospitals	Citizens w/Dev Disabilities	4374	3.25%	9.28%	38.04%
GovOfc Div of Admin	DOA	937	2.99%	4.88%	14.01%
Economic Development	Dept. of	68	2.94%	40.63%	49.58%
University System	Nicholls State University	281	2.85%	5.54%	11.15%
School for the Visually Impaired		37	2.70%	0.00%	
Community Colleges	BRCC	40	2.50%	3.13%	
Community Colleges	Bossier Parish Comm College	82	2.44%	1.43%	
State	Dept. of	167	2.40%	5.92%	61.03%
LSUHCS/HCSD	E. K. Long	820	2.07%	1.79%	3.38%
Economic Development	Contractors' Licensing Board	52	1.92%	3.77%	8%
LSU System	Univ. of New Orleans	364	1.92%	2.12%	23.85%
Governor	Elderly Affairs	53	1.89%	1.85%	12.96%
LSUHCS/HCSD	W. O. Moss	349	1.72%	10.89%	33.43%
Corrections	Dept. of	7461	1.45%	1.48%	0.57%
Elections & Registration	Dept. of	148	1.35%	0.68%	8.33%
University System	Louisiana Tech. University	475	1.05%	2.14%	20.62%
University System	Northwestern State	237	0.84%	22.71%	50.98%
LSUHCS/HCSD	Lallie Kemp	412	0.73%	1.47%	6.25%
Student Financial Assistance	Office of	147	0.68%	6.94%	13.49%
Veterans' Affairs	Department of	384	0.52%	0.27%	1.38%
LSUHCS/HCSD	L. J. Chabert	789	0.51%	0.24%	0.25%
Culture, Rec & Tourism	Dept of Culture, Recreation & Tourism	640	0.47%	2.10%	75.21%
LSUHCS/HCSD	H. P. Long	508	0.39%	13.96%	0.88%
Education	Dept. of	557	0.36%	0.20%	9.16%
Natural Resources	Dept. of	508	0.20%	0.86%	3.28%
Civil Service	Dept. of	103	0.00%	0.00%	1.05%
Civil Service	Div. Of Administrative Law	29	0.00%	0.00%	0.00%
Council on Development of French in	CODOFIL	4	0.00%	0.00%	0.00%
Community Colleges	La. Delta Comm College	3	0.00%		
Community Colleges	River Parishes Comm College	7	0.00%	0.00%	
Community Colleges	South La. Comm College	4	0.00%		
Economic Development	Architectural Examiners	1	0.00%		
Economic Development	Financial Institutions, Office of	120	0.00%	0.83%	5.56%
Economic Development	Racing Commission	18	0.00%	0.00%	
Educational TV Auth	LETA	83	0.00%	0.00%	12.16%
Gov. Ofc. Auxillary Boards	BESE	8	0.00%	0.00%	57.14%
Governor	Military	3	0.00%		
GovOfc of	Comm on Law Enforcement	47	0.00%	0.00%	0.00%
Health & Hospitals	Capitol Area Human Svc.	176	0.00%	0.64%	31.61%

2002-2003 PPR Report in Descending Order
by Un-Rated Rate

Agency	Agency	Calculated No. 02-03	Un-Rated Rate for 02 03	Un-Rated Rate for 01 02	Un-Rated Rate for 00- 01
Health & Hospitals	Dentistry, Board of	3	0.00%	0.00%	
Health & Hospitals	Embalmers, Brd of	1	0.00%		
Health & Hospitals	Pharmacy, Board of	8	0.00%	28.57%	100.00%
Health & Hospitals	Practical Nurse Examiners, Board of	8	0.00%	14.29%	
Health & Hospitals	Radiologic Technology Board	1	0.00%		0.00%
Labor	Board of Plumbing	4	0.00%	0.00%	0.00%
LSU System	Administration	3	0.00%	0.00%	0.00%
LSU System	Alexandria	75	0.00%	1.35%	22.73%
LSU System	Eunice	70	0.00%	0.00%	0.00%
LSU System	Hebert Law Center	21	0.00%	0.00%	0.00%
LSU System	Pennington Biomedical	67	0.00%	9.43%	0.00%
LUMCON (La. Univ. Marine Consortium)		4	0.00%		
New Orleans Center for Creative Arts/Riverfront		11	0.00%		
Southern Univ. System	Shreveport/Bossier	50	0.00%	15.00%	28.95%
State Police Retirement System, LA		1	0.00%		
University System	Southeastern La. Univ.	467	0.00%	0.21%	29.89%
Economic Development	Board of CPAs				
GovOfc Div of Admin	ORM-(Incl in DOA above)				
GovOfc of	Patient's Comp Fund			18.52%	19.23%
Health & Hospitals	Lic. Prof. Voc Rehab				
Health & Hospitals	Nursing Home Admin., Board of				
Jury Commissioners	Board of				
Lieutenant Governor** (included in CF	Office of **				
Private Security Examiners	Board of				
Public Safety	Private Investigator Brd			100.00%	0.00%
Transportation & Dev.	Brd. Prof Engineers				
Grand Totals		65021	6.60%	10.69%	21.71%

PPR Ratings For Last 3 Fiscal Years Including Invol/Prob. Separations



PPR Ratings for Last 3 Fiscal Years by %

